



MEASURE

Mission, Elements, Analyze, Stakeholders-Unite, Reanalyze, Educate,
A Six-step Accountability Process for School Counselors

Name and Address of School:

Name of Counselor Leading the Initiative:

Principal:

Enrollment:

School Demographics:

Caucasian/Non-Hispanic:

African American

Hispanic

Asian

Other

Free-Reduced lunch

ESL

Step One: Mission

Mission

Connect your work to your school's mission.

Your mission statement is:

Step Two: Elements

Current Critical Data Element

What indicator of school success are you trying to positively impact? Grades? Test scores? Attendance? Promotion Rates? Postsecondary going rate?

The school counselor as part of the leadership team identified these critical data elements to try to impact:

Step Three: Analyze

Analyze the data to see what it reveals, to identify the problem areas, to establish your baseline, and to set your goal. It may be necessary to disaggregate the data, e.g. race, ethnicity, gender, SES, teacher assignment.

Baseline: Where is this data element currently?

Goal: Where do you want the data element to be in a year?

Step Four: Stakeholders-Unite

Develop an Action Plan

School Counselors, as managers of resources, join existing groups of stakeholders, such as the school improvement team, or bring other stakeholders and resources into the task of creating and implementing an action plan. Strategies are developed that will change systems as well as impact individual students and targeted groups of students.

Impacting systems means (1) replicating successful programs and interventions; (2) identifying barriers that adversely stratify students' opportunities to be successful learners; and (3) developing strategies to:

- change policies, practices, and procedures*
- strengthen curriculum offerings*
- maximize the instructional program*
- enhance the school and classroom culture and climate*
- provide student academic support systems (safety nets)*
- influence course enrollment patterns to widen access to rigorous academics*
- involve parents and other critical stakeholders (internal and external to the school)*
- raise aspirations in students, parents, teachers, the community*
- change attitudes and beliefs about students and their abilities to learn*

<i>Stakeholders</i>	<i>Strategies</i> <i>Connect your strategies to the American School Counselor Association (ASCA) National Standards and the ASCA National Model.</i>
	<i>Beginning date:</i> <i>Ending date:</i>
<i>School Counselors</i>	
<i>Teachers</i>	
<i>Administrators</i>	
<i>Students</i>	
<i>Technology</i>	
<i>Community Agency Members</i>	
<i>Local Colleges</i>	
<i>Grants</i>	
<i>Parents</i>	

<i>Teacher Assistants</i>	
<i>School Improvement Team (may also include a number of stakeholders)</i>	

Step Five: Reanalyze, Reflect, and Revise

<p><i>Reanalyze</i> <i>Restate the baseline data. Where is the data after the action plan? Did the strategies have a positive impact on the data?</i></p> <p><i>Restate the baseline data:</i></p> <p><i>Data after action plan:</i></p> <p><i>Impact:</i></p>	<p><i>Reflect and Revise</i> <i>Reflect on why the stakeholders were successful or unsuccessful. Revise the action plan so that progress can be made and you can continue to get better results.</i></p> <p><i>Which of the strategies worked?</i></p> <p><i>Which strategies should be replaced? Added?</i></p> <p><i>Based on what you have learned, how will you revise the action plan?</i></p>
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Systemic Changes Made

Whenever you implement a MEASURE you will contribute to systemic change. Each MEASURE will in some way change a school, home, or community system to enhance student learning. Capture these systemic changes here and record them on your SPARC.

Step Six: Educate

Promote and publicize the results of your work. Develop a report card for your own program to let the internal and external school members know your work is connected to the mission of the schools and to student success. The School Counseling Program Accountability Report Card (SPARC) is a way to do this.

Our MEASURE of Success

SPARC - School Counseling Program Accountability Report Card

School:

Enrollment:

Principal:

Counselor:

Results

Principal's Comments

School Improvement Issues

Systemic Changes

Stakeholders

Faces Behind the Data

SPARC is a continuous improvement document sponsored by the California Department of Education and the Los Angeles County Office of Education. SPARC has been adapted with permission as a complement to MEASURE.